

***Human Resources***

**OVERVIEW OF OUR BENEFITS PACKAGE FOR REGULAR FULL-TIME EMPLOYEES**

The County of Moore offers regular full-time employees a generous benefits package geared toward attracting and retaining the highest caliber of individuals to serve the citizens of Moore County.

***HOSPITALIZATION***

**Type:** Major Medical and Preferred Provider Organization (PPO)

***Physician Co-pay:***

**PPO - Non-Specialist**

**PPO - Specialist**

- Co-pay is **\$20.00** per visit

- Co-pay is **\$40.00** □ □ □

## Non-PPO

- 60% after deductible

***Deductible:***

## Individual

## Family

- PPO -	<b>\$500.00</b>	per calendar year
- Non PPO -	<b>\$1,000</b>	per calendar year

- PPO -	<b>\$1,000</b>	per calendar year
- Non-PPO -	<b>\$2,000</b>	per calendar year

***Out of Pocket Maximum Per Year:***

**Individual**

**Family**

- PPO -	\$2,500	per calendar year
- Non PPO -	\$5,000.00	per calendar year
- PPO -	\$5,000	per calendar year
- Non-PPO -	\$10,000	per calendar year

***Pre-Admission Testing Benefit:***

**Individual**

**Family**

- PPO - 80%

- Non-PPO - 60%, after deductible

***Hospitals:***

**PPO:** MedCost

website: [www.medcost.com](http://www.medcost.com)  
or 1-800-824-7406

PPO - 80%  
Non-PPO - 60%

***Major Medical Limit: \$1,000,000 Lifetime***

***Dependent Coverage Costs:***

**Employee Coverage**

**\$303.97** per pay period ***(County pays 100% of cost)***

**Spouse Only**

☐☐ **\$101.15**                      per pay period                      *(automatically deducted from employee paycheck)*

**Child Only**

☐☐ **\$54.74**                      per pay period                      *(automatically deducted from employee paycheck)*

**Children Only**

☐☐ **\$98.77**                      per pay period                      *(automatically deducted from employee paycheck)*

**Family**

☐☐ **\$123.76**                      per pay period                      *(automatically deducted from employee paycheck)*

**Eligibility Requirement for Regular Full-time Employees:** First day of employment

**Coverage for Newly Acquired Dependents:**

### ☐☐ **Spouse**☐☐

Must complete application within 30 days of marriage

### **Child**☐

Must complete application within 30 days of birth, adoption, or custody of a foster child. For more information, see the Employee Handbook.

***Pre-certification:*** Certification is required before inpatient stay in any hospital; in the event of an emergency, approval can be obtained within 24 hours of admission. The phone number that should be called is listed on the back of health care ID card.

***Open enrollment:*** Is conducted December 1 - December 31 each calendar year for enrollment in optional healthcare programs.

## **PHARMACY**

The cost is as follows, with no deductible:

Generic

\$10 per prescription

Preferred Brand

\$35 per prescription

Non-Preferred Brand

\$50 per prescription

DENTAL

Deductible:

Individual

\$50 per calendar year

Family

\$100 per calendar year

**Percentages:**

**Preventive and Diagnostic Treatment**

90% and NO deductibles

**Basic Services (fillings, root canals, etc.)**

60% after deductible

**Major Services (crowns, dentures, etc.)**



50%

after deductible

**Annual Benefit:** \$1,000

**Maximum Lifetime Benefit:** Unlimited

## **LIFE INSURANCE**

**Life Amount:** 2 x Basic Yearly Earnings

**\*\*Selection for dependent coverage MUST be made WITHIN the first 31 days of employment**

**Dependent Coverage Cost and Amount of Coverage:** Full Family - .84 cents per pay period (every 2 weeks) with \$5,000 coverage on spouse and children up to 20 years of age or age 24 if a full-time student.

**Coverage for newly acquired dependents:**

☐ ☐ ☐ **Spouse**



[www.nctreasurer.com](http://www.nctreasurer.com)

**Type:** *Local Governmental Employee's Retirement System*

**Employer Contribution:** *At a matching rate*

**Employee Contribution:** *6.00% per pay period (every 2 weeks)*

**Unreduced Benefits:**

□ □ □ **Age 65** □

*With 5 years of creditable service*

**Age 60**

□ □ *With 25 years of creditable service* □

*With 30 years of creditable service*

***Death Benefit:*** □ *Twelve months salary not to exceed \$20,000 (see Retirement Booklet for specific requirements)*

## **LOCAL GOVERNMENT FEDERAL CREDIT UNION**

[www.lgfcu.org](http://www.lgfcu.org)

***The Local Government Federal Credit Union is a not-for-profit cooperative providing financial services such as:***

***Share Savings and Share Draft Accounts, Visa Credit Cards, Individual Retirement Accounts, Money Market Savings, Loan Services, Payroll Deduction for Deposits and Loans, and Certificates of Deposit***

***Requirement for membership:*** □ *Membership fee of \$5.00 and a deposit of at least \$25.00 in a share savings account.*

## **CAFETERIA BENEFITS PLAN**

***The Cafeteria Plan includes an Accident Plan, Cancer Plan, Community Eye Care, Health Care and Dependent Care Reimbursement Accounts, Life Insurance, and Short Term Disability Plan. Enrollment is required within 30 days of employment and annually thereafter during our Open Enrollment. (Arranged and enrolled by Mark III Brokerage).***

## ***SICK TIME***

***Regular full-time employees earn 8 hours of sick time each month.***

## ***VACATION TIME***

***Regular full-time employees earn vacation hours in accordance with the following accrual codes:***

**ACCRUAL CODE**

**YEARS OF AGGREGATE SERVICE**

**ACCRUAL HOURS**

**PER MONTH**

80

*Less than 2 years*

8

81

*2 years but less than 5 years*

9

82

*5 years but less than 10 years*

11

83

*10 years but less than 15 years*

13

84

*15 years but less than 20 years*

15

86

*20 years or more*

17

**HOLIDAY PAY**

*Regular full-time employees receive 11 to 12 paid holidays each year.*

**SERVICE PAY**

*In recognition of long term service, the County provides longevity pay to regular full-time employees. This pay is subject to annual approval by the Board of Commissioners during the adoption of the budget. Annual service pay amounts are based on the length of continuous service with Moore County and the employee's performance evaluation score. If funded, Service Pay amounts are computed as follows:*

PERFORMANCE EVALUATION		LENGTH OF CONTINUOUS MOORE COUNTY SERVICE	
Range	Score	10 but less than 15 years	15 or more years
Proficient	200 – 299	\$0.00	\$0.00
Commendable	300 – 399	\$500	\$1,000
Exceptional	400+	\$1,000	\$1,500



